

House File 2355

H-8229

1 Amend the amendment, H-8225, to House File 2355, as follows:

2 1. By striking page 1, line 1, through page 5, line 29, and
3 inserting:

4 <Amend House File 2355 as follows:

5 1. By striking everything after the enacting clause and
6 inserting:

7 <DIVISION I

8 ECONOMIC DEVELOPMENT LEGISLATIVE FINDINGS

9 Section 1. Section 96.2, Code 2022, is amended to read as
10 follows:

11 **96.2 Guide for interpretation.**

12 1. As a guide to the interpretation and application of
13 this chapter, the public policy of this state is declared to
14 be as follows: Economic insecurity due to unemployment is
15 a serious menace to the health, morals, and welfare of the
16 people of this state. Involuntary unemployment is therefore
17 a subject of general interest and concern which requires
18 appropriate action by the legislature to prevent its spread
19 and to lighten its burden which now so often falls with
20 crushing force upon the unemployed worker and the worker's
21 family. The achievement of social security requires protection
22 against this greatest hazard of our economic life. This can
23 be provided by encouraging employers to provide more stable
24 employment and by the systematic accumulation of funds during
25 periods of employment to provide benefits for periods of
26 unemployment, thus maintaining purchasing power and limiting
27 the serious social consequences of poor relief assistance.
28 The legislature, therefore, declares that in its considered
29 judgment the public good and the general welfare of the
30 citizens of this state require the enactment of this measure,
31 under the police powers of the state, for the compulsory
32 setting aside of unemployment reserves to be used for the
33 benefit of persons unemployed through no fault of their own.

34 2. It is the finding of the legislature that true economic
35 development can only be achieved when workers are given the

1 respect they deserve. Economic development must include all
2 residents of this state, including men and women, people of all
3 gender identities, minorities, and immigrants. The legislature
4 further finds that economic development should include but not
5 be limited to residents of this state being paid a living wage,
6 this state being a welcoming place for immigrants, child care
7 and housing being readily affordable and available, and public
8 workers having collective bargaining rights.

9 DIVISION II

10 MINIMUM WAGE

11 Sec. 2. Section 91D.1, subsection 1, Code 2022, is amended
12 to read as follows:

13 1. *a.* (1) The state hourly wage shall be at least \$6.20 as
14 of April 1, 2007, and \$7.25 as of January 1, 2008 \$8.20 as of
15 July 1, 2022, \$9.15 as of July 1, 2023, \$10.10 as of January 1,
16 2024, \$11.05 as of July 1, 2024, \$12.00 as of January 1, 2025,
17 \$12.95 as of July 1, 2025, \$13.90 as of January 1, 2026, and
18 \$15.00 as of July 1, 2026.

19 (2) The state hourly wage, including the state hourly wage
20 for the first ninety calendar days of employment provided in
21 paragraph "d", shall be increased annually on July 1, beginning
22 July 1, 2027, by the same percentage as the cost-of-living
23 increase in federal social security benefits authorized during
24 the previous state fiscal year by the federal social security
25 administration pursuant to section 215 of the federal Social
26 Security Act, 42 U.S.C. §415.

27 *b.* Every employer, as defined in the federal Fair Labor
28 Standards Act of 1938, as amended to ~~January 1, 2007~~ July 1,
29 2022, shall pay to each of the employer's employees, as defined
30 in the federal Fair Labor Standards Act of 1938, as amended to
31 ~~January 1, 2007~~ July 1, 2022, the state hourly wage stated in
32 paragraph "a", or the current federal minimum wage, pursuant to
33 29 U.S.C. §206, as amended, whichever is greater.

34 *c.* For purposes of determining whether an employee of a
35 restaurant, hotel, motel, inn, or cabin, who customarily and

1 regularly receives more than ~~thirty~~ one hundred dollars a month
2 in tips is receiving the minimum hourly wage rate prescribed
3 by this section, the amount paid the employee by the employer
4 shall be deemed to be increased on account of the tips by an
5 amount determined by the employer, not to exceed forty percent
6 of the applicable minimum wage. An employee may file a written
7 appeal with the labor commissioner if the amount of tips
8 received by the employee is less than the amount determined by
9 the employer under this subsection.

10 d. An employer is not required to pay an employee the
11 applicable state hourly wage provided in paragraph "a" until the
12 employee has completed ninety calendar days of employment with
13 the employer. An employee who has completed ninety calendar
14 days of employment with the employer ~~prior to April 1, 2007, or~~
15 ~~January 1, 2008,~~ shall earn the applicable state hourly minimum
16 wage as of ~~that~~ the date of completion. An employer shall
17 pay an employee who has not completed ninety calendar days of
18 employment with the employer an hourly wage of at least ~~\$5.30~~
19 ~~as of April 1, 2007, and \$6.35 as of January 1, 2008~~ \$7.20 as of
20 July 1, 2022, \$8.05 as of July 1, 2023, \$8.85 as of January 1,
21 2024, \$9.70 as of July 1, 2024, \$10.55 as of January 1, 2025,
22 \$11.40 as of July 1, 2025, \$12.25 as of January 1, 2026, and
23 \$13.20 as of July 1, 2026.

24 e. A county or city may establish a minimum wage that
25 exceeds the state hourly wage and the federal minimum wage.>

26 2. Title page, by striking line 1 and inserting <An Act
27 relating to economic development including legislative findings
28 and the state minimum wage.>>

HUNTER of Polk